CITY OF FARGO 2025 EMPLOYEE ENGAGEMENT SURVEY - POLICE

› LEVEL OF ENGAGEMENT

Overall - City of Fargo 2025 Employee Engagement Survey - Police

Not Engaged (37%) Somewhat Engaged (49%) Fully Engaged (15%) Response count: 103

Are you...

1. Male

Not Engaged (40%) Somewhat Engaged (45%) Fully Engaged (15%) Response count: 65

2. Female

Not Engaged (24%) Somewhat Engaged (61%) Fully Engaged (15%) Response count: 33

3. Transgender

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

What is your current age?

B. 20 to 24

Not Available - There are not 10 or more responses for this group.

C. 25 to 34

Not Engaged (44%) Somewhat Engaged (38%) Fully Engaged (19%) Response count: 32

D. 35 to 44

Not Engaged (32%) Somewhat Engaged (50%) Fully Engaged (18%) Response count: 34

E. 45 to 54

Not Engaged (35%) Somewhat Engaged (60%) Fully Engaged (5%) Response count: 20

F. 55 to 64

Not Available - There are not 10 or more responses for this group.

G. 65 or over

Not Available - There are not 10 or more responses for this group.

H. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Please select the category with which you most closely identify:

3. Black or African American

Not Available - There are not 10 or more responses for this group.

6. Native Hawaiian or other Pacific Islander

Not Available - There are not 10 or more responses for this group.

7. White

Not Engaged (36%) Somewhat Engaged (49%) Fully Engaged (14%) Response count: 97

9. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Years of Service

A. Less than 6 Months

Not Available - There are not 10 or more responses for this group.

C. 1 to 3 Years

Not Engaged (31%) Somewhat Engaged (46%) Fully Engaged (23%) Response count: 13

D. 3 to 5 Years

Not Engaged (45%) Somewhat Engaged (27%) Fully Engaged (27%) Response count: 11

E. 5 to 10 Years

Not Engaged (39%) Somewhat Engaged (48%) Fully Engaged (13%) Response count: 31

F. 10 to 20 Years

Not Engaged (32%) Somewhat Engaged (58%) Fully Engaged (10%) Response count: 31

G. 20 Years or More

Not Engaged (47%) Somewhat Engaged (47%) Fully Engaged (7%) Response count: 15

What is your role?

1. Employee: You do not supervise other employees

Not Engaged (41%) Somewhat Engaged (43%) Fully Engaged (16%) Response count: 74

2. Supervisor: You are a supervisor who may be responsible for one or more of the following: giving direction on work projects, performance reviews, and leave approval

Not Engaged (18%) Somewhat Engaged (64%) Fully Engaged (18%) Response count: 17

3. Manager: You may supervise one or more supervisors and be responsible for day to day operations

Not Available - There are not 10 or more responses for this group.

4. Senior Leader: You are the head of a department or division and a member of a leadership team

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Are you considering leaving your current position in the next year and, if so, why?

1. No

Not Engaged (20%) Somewhat Engaged (58%) Fully Engaged (22%) Response count: 55

2. Yes, to pursue a different position within my current department

Not Available - There are not 10 or more responses for this group.

3. Yes, to pursue a position in another department

Not Available - There are not 10 or more responses for this group.

4. Yes, to pursue a position outside the City – in another government agency (e.g., city or county, state, or federal)

Not Engaged (67%) Somewhat Engaged (22%) Fully Engaged (11%) Response count: 18

5. Yes, to pursue a position outside government (e.g., in a private sector company)

Not Available - There are not 10 or more responses for this group.

6. Yes, to retire

Not Available - There are not 10 or more responses for this group.

7. Prefer not to say

Not Engaged (60%) Somewhat Engaged (40%) Fully Engaged (0%) Response count: 10

Stay or Leave

1. Stay

Not Engaged (20%) Somewhat Engaged (58%) Fully Engaged (22%) Response count: 55

2. Leave

Not Engaged (55%) Somewhat Engaged (37%) Fully Engaged (8%) Response count: 38

3. Prefer not to say

Not Engaged (60%) Somewhat Engaged (40%) Fully Engaged (0%) Response count: 10

Age Group

A. 34 or under

Not Engaged (42%) Somewhat Engaged (39%) Fully Engaged (18%) Response count: 38

B. 35 to 64

Not Engaged (30%) Somewhat Engaged (57%) Fully Engaged (13%) Response count: 60

C. 65 or older

Not Available - There are not 10 or more responses for this group.

D. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Race/Ethnicity Combined

1. American Indian, Asian, Black, Hispanic, Multi-racial and Others

Not Available - There are not 10 or more responses for this group.

2. White

Not Engaged (36%) Somewhat Engaged (49%) Fully Engaged (14%) Response count: 97

3. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Department

Police

Not Engaged (37%) Somewhat Engaged (49%) Fully Engaged (15%) Response count: 103

Division

Investigations

Not Engaged (36%) Somewhat Engaged (39%) Fully Engaged (25%) Response count: 28

Neighborhood Services

Not Engaged (46%) Somewhat Engaged (44%) Fully Engaged (9%) Response count: 54

Police - Other

Not Available - There are not 10 or more responses for this group.

Professional Standards

Not Engaged (13%) Somewhat Engaged (74%) Fully Engaged (13%) Response count: 15

Employee Status Code

FT

Not Engaged (37%) Somewhat Engaged (48%) Fully Engaged (15%) Response count: 102

T4 or C4

Not Available - There are not 10 or more responses for this group.